

Foreign Service Women Gain Rights

By Marilyn Berger

Washington Post Staff Writer

"Miss . . . has the zeal to succeed, which is unusual for a woman."

"Miss . . . would be an asset to any office she occupies, particularly because of her miniskirts."

These and other excerpts from old efficiency reports have kept the crowds at the State Department cafeteria laughing this past week. They are included in a poster which is part of the commemoration of Women's Week at Foggy Bottom.

But such remarks in efficiency reports are no laughing matter and have now become "inadmissible comments." That means that any reports turned in with references to a person's sex or marital status are sent back for revision.

In the "old days," as they are known here, meaning before 1971, it was not un-

common for women in the Foreign Service to be deprived of their jobs when they got married and to be held back just because they were women. Gladys P. Rogers, head of the Office of Women's Affairs, which was established at State in 1971, recalled that in her previous job as an inspector she found many women who lost their status and accompanying benefits upon marriage.

"They became LIR—limited indefinite residents—and that's made a difference. They were no longer in continuous employment . . . they no longer got service credit. With that, benefits disappeared, such as the loss of long-term retirement rights," she said.

Now women no longer have to resign, and an effort is made to assign couples to posts together or near each other. "We have 70 Foreign

Service couples now," Mrs. Rogers said.

The drive for women's rights at State has followed a set, bureaucratic line, with demonstrations noticeably absent. But, said Mrs. Rogers, "I don't think that marching in the street does us a bit of harm."

Mrs. Rogers said her office constantly stresses the theme that women can "make it." "We use Mme. Bandaranaike and Mme. Ghandi and Mrs. Meir to death," Mrs. Rogers said. "And Carol Laise, too." Miss Laise has been named an assistant secretary of state for public affairs, the first woman career officer at this level.

There have been small victories. There are now two women as diplomatic couriers and two as security officers—fields that until recently were open only to men. And Mrs. Rogers says there are now four women "principal officers" who head four separate consulates.

The "Mustang program," designed to help civil servants and Foreign Service officers move up out of dead-end jobs, has a majority of women. Among civil servants nine out of 10 are women; among Foreign Service officers more than 50 per cent.

But with all the talk about women's rights, in the State Department and in the country as a whole, few women apply to the Foreign Service. Last year 20 to 22 per cent of those who applied were women and 20 per cent of the total selected were women. "One of our priority targets is women," Mrs. Rogers said. "We want more to apply."

Secretary of State William P. Rogers (no relation to Gladys Rogers) signed a proclamation declaring last week "Women's Week" to commemorate both the passage of the women's suffrage amendment and the "sweeping new policies to improve the status of women" adopted by the State Department in 1971.

Rogers said "it is thus doubly appropriate . . . to set as the theme for that week the unassailable proposition that women's rights are human rights."

The whole idea, according



By Craig Herndon—The Washington Post

Gladys P. Rogers, right, and her assistant, Margaret D. Anderson, discuss a magazine article on women.

to Mrs. Rogers, is to keep people talking about the subject. There are films being shown and there is an exhibition attended mainly by women.

But the men appear to be getting the idea. It is doubtful, for example, that anyone these days would be writing into a fitness report the kind of sentences exhibited on the poster outside the cafeteria, such as:

"Although Miss . . . has equine features, they do not detract from her charming personality."

Or another: "Despite the fact that she married recently, her performance remains above par."

In the 1973 fiscal year, Mrs. Rogers said, there have been no fitness reports with sexist remarks. The year before there were between 20 and 25, all of which were sent back. But these went more along the line of:

"She has done well for a

woman in a difficult situation."

References to a woman's charm or attractiveness are forbidden, unless the report also indicates that the person is doing an excellent job despite such attributes. In the old days before 1971, Mrs. Rogers said, reports were "as likely as not" to contain remarks about a woman's sex.

Those days are gone from the bureaucracy. But not, evidently, from other areas. Distributed on each of the cafeteria's tables—just inside the door adorned with those male chauvinist remarks of yesteryear—were advertisements by the "State-USIA Recreation Association" for a package tour to the Miss America Pageant Weekend, Sept. 7 to 9.

FOR WOMEN: MORE JOBS, BUT LOW PAY

The rush of young wives and mothers to go to work for extra income is giving women a bigger role in the economy—but new dissatisfactions, too.

Emerging is hard statistical evidence that the American working woman is moving into a key role in the U.S. economy.

More women in all age groups under 65 are working, or looking for work. More are working at jobs once held not to be "women's work," such as driving buses and construction.

Women, entering the work force faster than men, are making up a greater proportion of it than ever before.

Yet they are falling behind men in pay. They tend to hold lower-status jobs—and even in higher-ranking jobs, tend to be paid less for doing the same kind of work as men.

Unused supply. For example, women faculty members earn, on the average, \$1,500 to \$2,000 less a year than do men in comparable jobs.

That figure comes from the Carnegie Commission on Higher Education, which issued a report on September 17 describing women as "the largest unused supply of superior intelligence in the United States."

Government studies now throw much light on the pay issue and others related to women's employment—who is working, at what ages and why, and what education they bring to their jobs.

Biggest single fact: Women are entering the labor force in droves.

What's more, 59 per cent of all young women aged 20 to 24—the prime child-bearing years—are working or looking for work, and the same is true for almost 50 per cent of married women in that age group.

For women with children of preschool age, the participation rate has almost doubled since 1960, from 18 to 33 per cent. Said Christine Nelson, assistant director of the Washington Organization for Women:

"Younger women take work much more for granted. They are continuing to work. As soon as children are born, they are arranging for child care—not taking 5 or 10 years out, because they realize how hard it is to get back in."

WOMEN MAKE UP A GROWING SHARE OF WORK FORCE

Number of Workers



In the past two decades, about 15 million women have joined the labor force, compared with about 10 million men. Today, nearly 40 per cent of all workers are women, compared with 31 per cent in 1953.

Source: U.S. Dept. of Labor

Elizabeth Waldman, U. S. Labor Department economist, noted this:

"The big story since the mid-1960s is that more and more wives and mothers in their 20s and early 30s are in the labor force. The rate at which women under 35 participate is now higher than those over 35."

Economic necessity. Belief that the headlong rush of women into the work force is an offshoot of women's liberation is belied by statistics. Nor are they working for "mad money." The chief reason is old-fashioned necessity.

Nearly two thirds of all women workers are single, divorced, widowed or have husbands earning less than \$7,000 a year.

An increase in white-collar openings, a drop in the birth rate, inflationary trends—all are being cited by experts as other reasons behind the surge in the number of working women.

Fabian Linden, director of consumer economics for the Conference Board, explained that in the 1960s women became increasingly receptive to the idea of working outside of the home at a time when an expanding economy offered them the opportunity to do so. He added, however, that women's opportunities for better pay have expanded far less rapidly. Said Mr. Linden: "Women in professional and technical jobs earn two thirds as much as men who are similarly employed. Median income of college-trained women is 60 per cent that of college-trained men."

Unemployment hazards. As well as being locked into lower-paying jobs, statistics show that women are also vulnerable to unemployment. Many women who seek work outside the clerical and service market have to wait a long time—and the waiting list is longer for women than men. In August, the unemployment rate for females was 48 per cent higher than that of males.

A major factor, some officials say, is a lower rate of seniority among women caused by the fact that many are forced by family responsibilities to stop working for a time.

On the other hand, Barbara Bergmann, professor of economics at the University of Maryland, believes that most women's search for work is prolonged because of a shortage of job slots for them. She said recently that the major unemployment problem among women is caused by "the refusal of most employers to consider women for any job but a traditional 'women's job.'"

Lack of education. Education is seen as an important part of the female-employment problem. More women than men graduate from high school but more men finish college. Recent studies of to-

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WOMEN'S JOBS, PAY

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day's 18-to-24-year-old women show that those who do get college and advanced degrees are twice as likely to work as those who have not finished high school. A startling 86.2 per cent of recently graduated and married college women are in the labor force.

There is widespread agreement among experts that full equality for women in the labor force will require not only broader application of laws against discriminatory practices in hiring and salaries, but increased career training and college attendance for women.

Work they do. A look at the professional and technical job category shows that women have made their biggest numerical gains as teachers in colleges and universities, accountants, news-gatherers and health technicians.

Largest declines are seen in the number of women librarians, dietitians, social scientists and social workers.

Over all, 33.9 per cent of all women holding jobs are performing clerical work, 16.7 per cent are in service jobs and 14.4 per cent are factory workers.

Thus, two thirds of the female work force is in low-paying jobs.

Because of the enlarged role of women in the U. S. employment picture, experts foresee an intensified drive for full equality of the sexes in the higher-paying jobs.

As to the immediate outlook, Mary Janney, a codirector of the Washington Organization for Women, said:

"Young women have to break out of the stereotyped job. It's going to be a struggle, but things are opening up in the nontraditional professions and it's going to be up to young women to push for them."

WHERE WOMEN STAND IN THE PROFESSIONS

Women hold 40 per cent of all professional and technical jobs in the U.S.—but the extent of their participation in specific occupations ranges far above and below that figure.

Heavy Participation

	Proportion of all workers who are women
Registered Nurses	97%
Dietitians	92%
Elementary teachers	84%
Librarians	82%
Dancers	81%
Health technicians	70%
Therapists	64%
Social workers	63%
Religious workers	56%

Light Participation

	Proportion of all workers who are women
Engineers	2%
Clergy	3%
Architects	4%
Lawyers, judges	5%
Draftsmen	8%
Physicians	9%
Pharmacists	12%
Scientific technicians	13%
Life and physical scientists	14%
Photographers	14%

Source: U.S. Dept. of Commerce, Council of Economic Advisers

HOW WOMEN FARE IN EDUCATION

In the academic world, the percentage of women participants declines at each successive level of advancement—

	Per cent of all people in group
WOMEN HIGH-SCHOOL GRADUATES	50.4%
WOMEN RECEIVING BACHELORS' DEGREES	43.1%
WOMEN WITH GRADUATE DEGREES	36.5%
WOMEN FACULTY MEMBERS	24.0%
WOMEN FULL PROFESSORS	8.6%

Source: Carnegie Commission

"PAY GAP" BETWEEN MEN AND WOMEN GETS WIDER

Median earnings per year, full-time workers

	Women	Men
1957	\$3,008	\$4,713
1958	\$3,102	\$4,927
1959	\$3,193	\$5,209
1960	\$3,293	\$5,417
1961	\$3,351	\$5,644
1962	\$3,446	\$5,794
1963	\$3,561	\$5,978
1964	\$3,690	\$6,195
1965	\$3,823	\$6,375
1966	\$3,973	\$6,848
1967	\$4,150	\$7,182
1968	\$4,457	\$7,664
1969	\$4,977	\$8,227
1970	\$5,323	\$8,966
1971	\$5,593	\$9,399
1972	\$5,903	\$10,202

For every dollar a male worker earns, a working woman on the average earns only 58 cents—down from 64 cents in 1957.

Source: U.S. Dept. of Commerce

WOMEN HOLD MOST OF THE LOWER-PAYING JOBS

Of All People Employed as—	Women Account for This Percentage
Private household workers	98%
Clerical workers	76%
Service workers	63%
Professional, technical workers	39%
Factory workers	39%
Managers, proprietors	18%
Craftsmen, foremen	4%

Source: U.S. Dept. of Labor

WHATEVER THE JOB, WOMEN EARN LESS THAN MEN

Median earnings per year, full-time workers

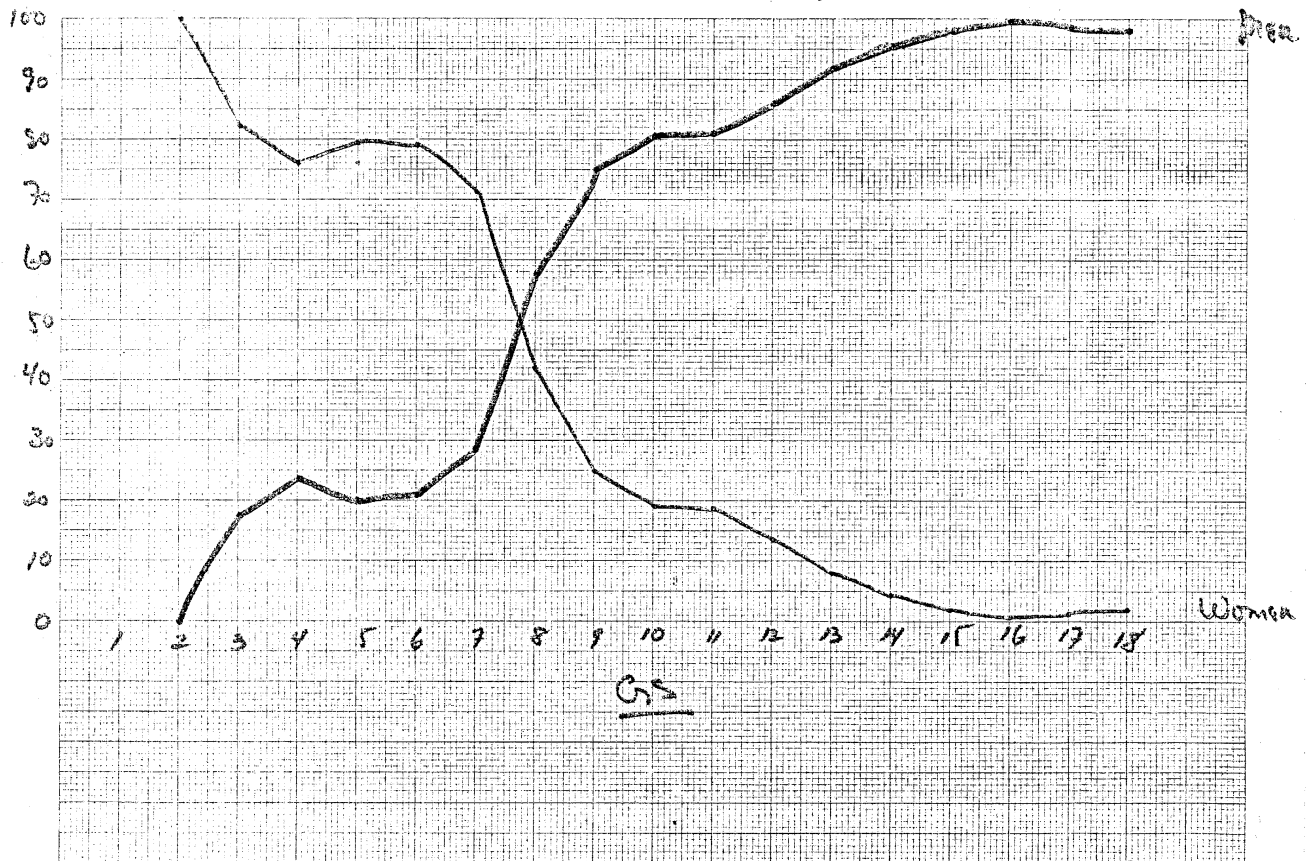
Occupation	Women	Men
Professional, technical	\$8,744	\$13,542
Managers, administrators	\$7,024	\$13,486
Clerical workers	\$6,054	\$9,716
Sales workers	\$4,445	\$11,610
Craftsmen	\$5,545	\$10,413
Factory workers	\$5,004	\$8,747
Service workers	\$4,483	\$7,630
Laborers	\$4,633	\$7,477

Source: U.S. Dept. of Commerce

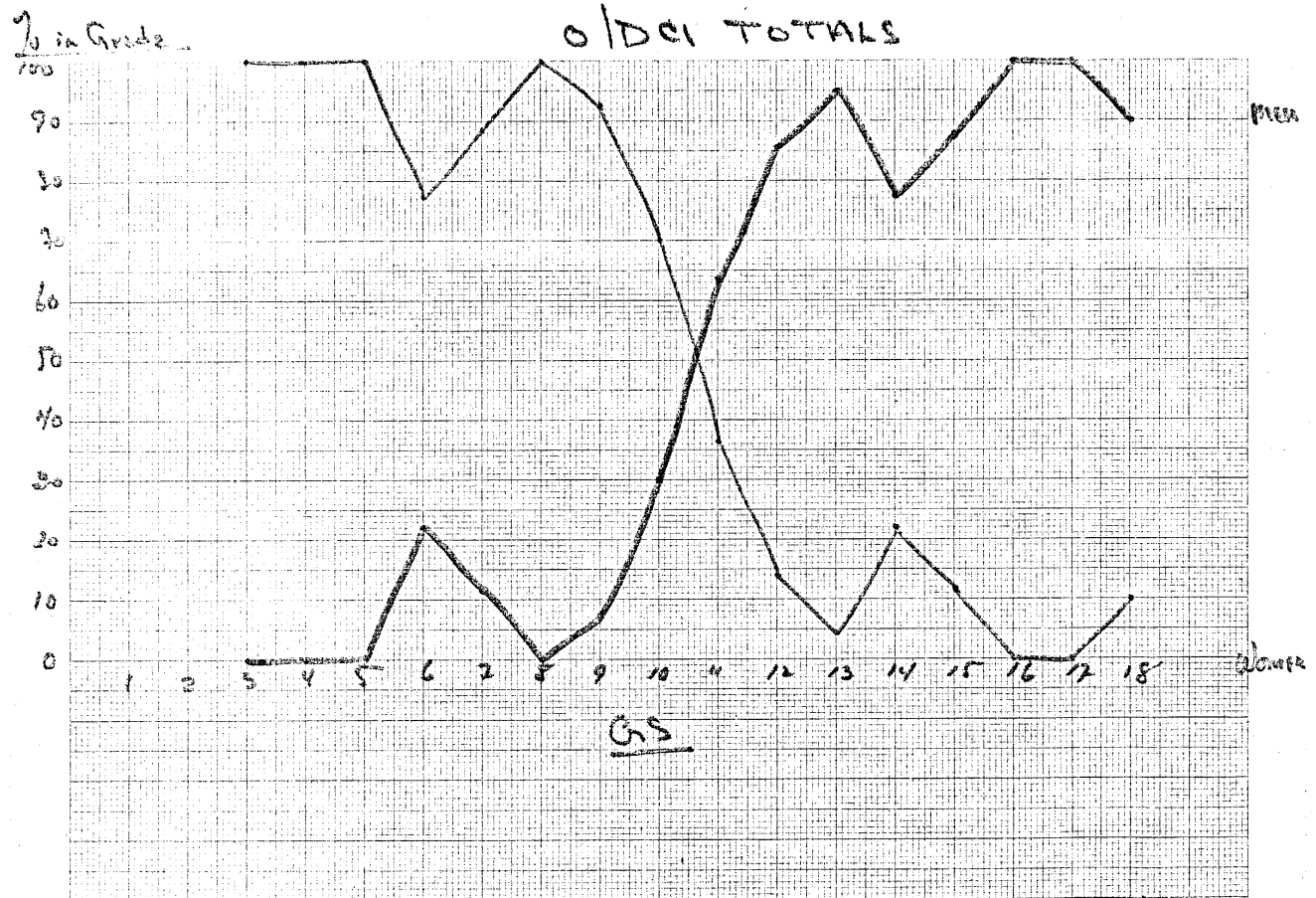
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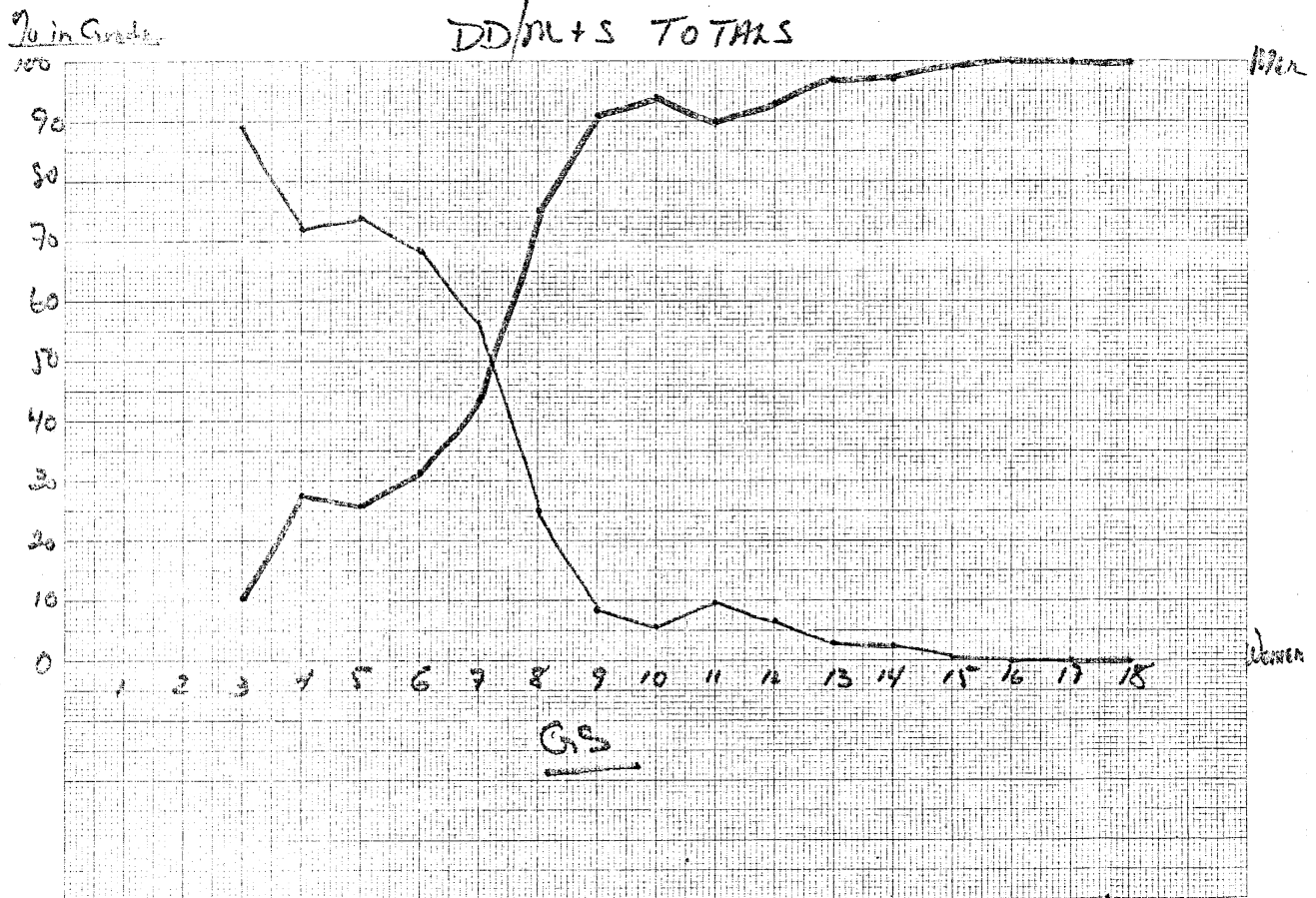
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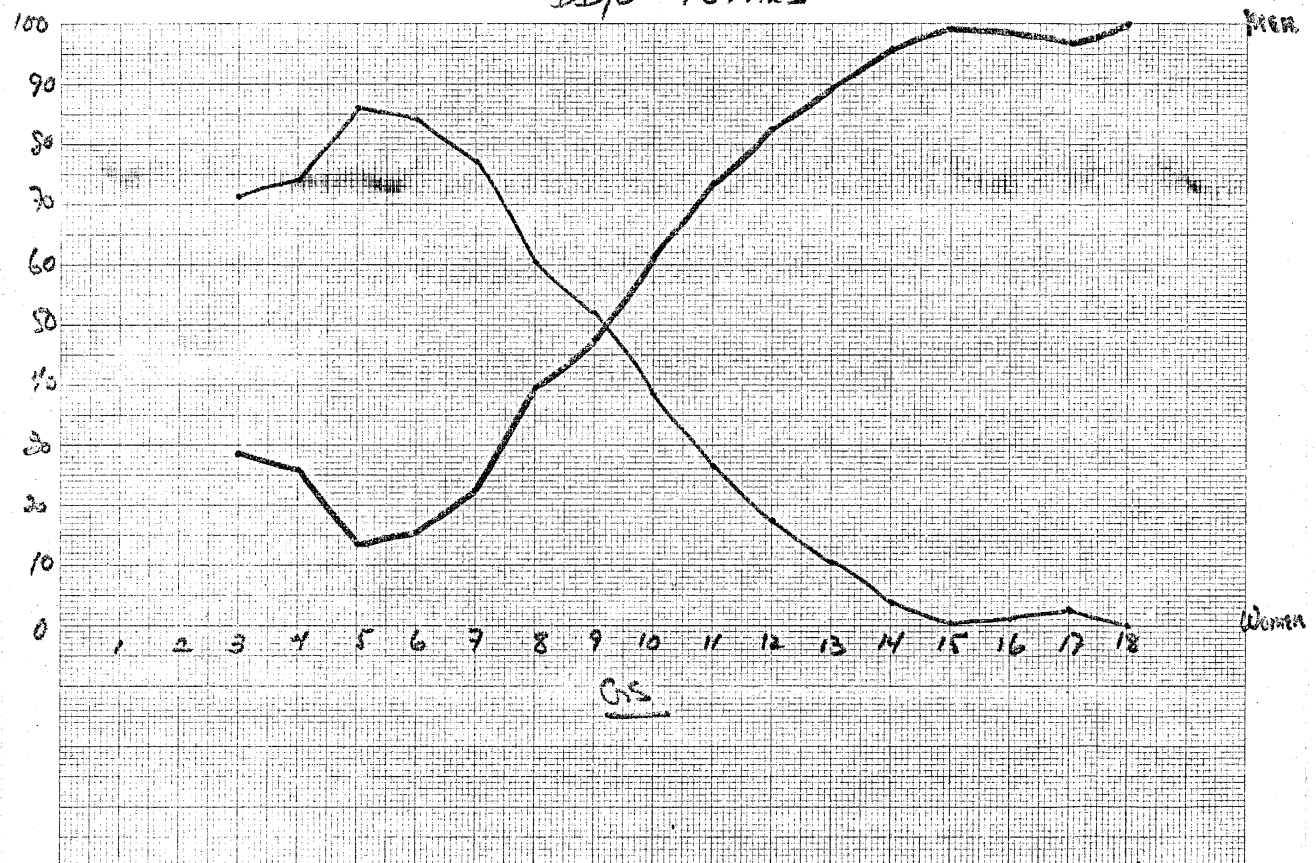
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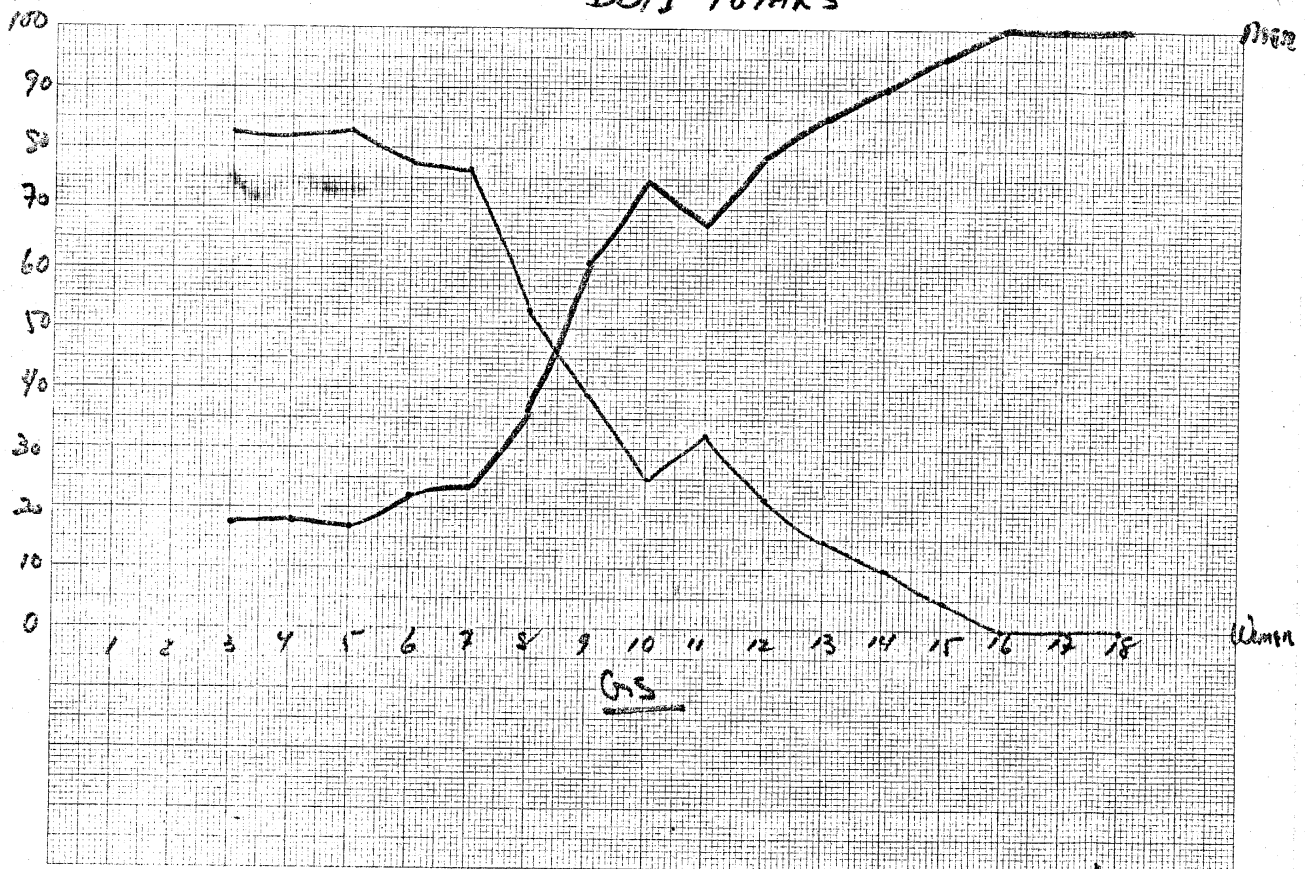
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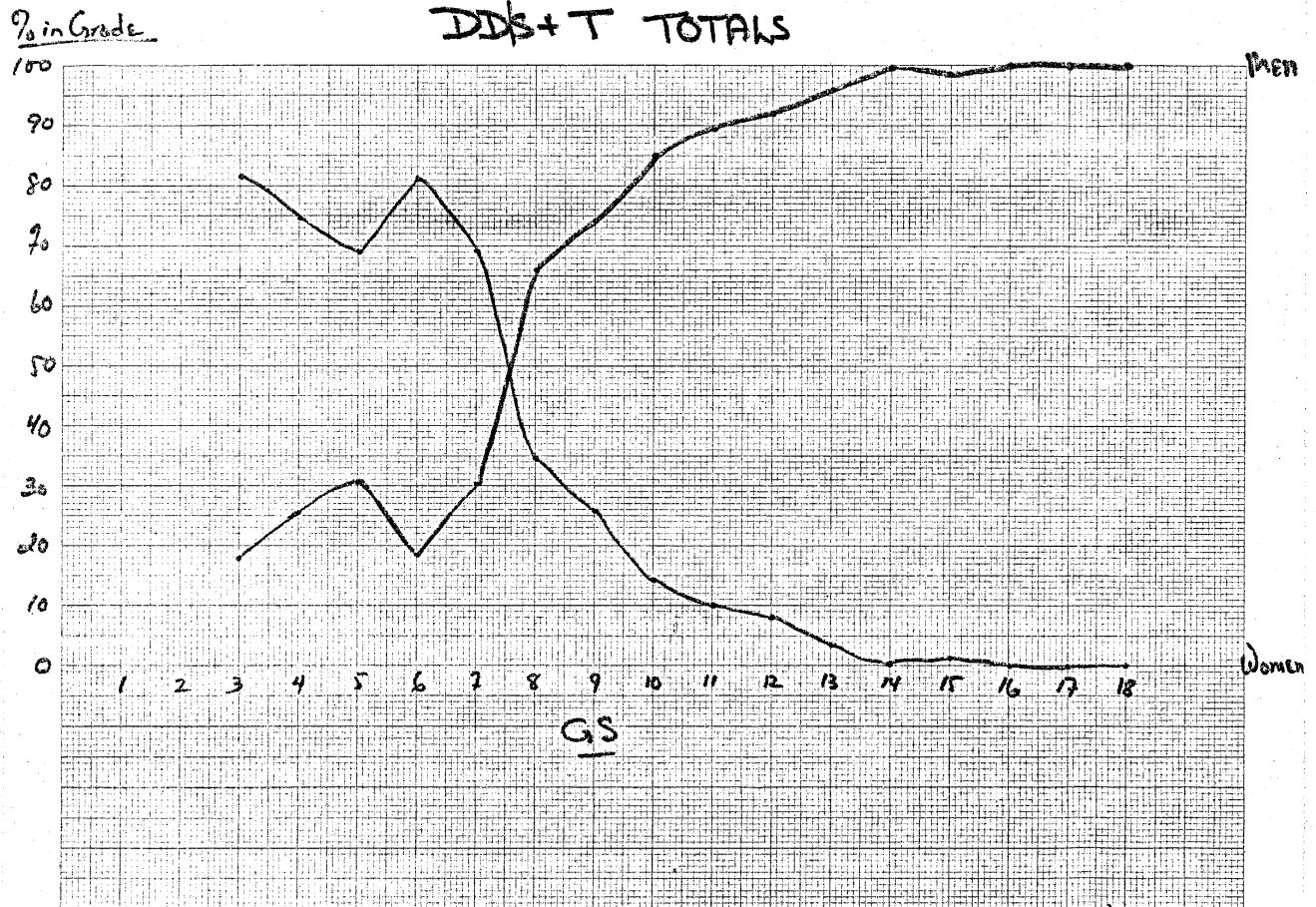
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